

**DEPARTMENT OF PERSONNEL ADMINISTRATION**

OFFICE OF THE DIRECTOR

1515 "S" STREET, NORTH BUILDING, SUITE 400  
SACRAMENTO, CA 95814-7243

January 3, 2008

The Honorable Denise Ducheny  
Chair, Joint Legislative Budget Committee  
State Capitol, Room 5035  
Sacramento, California 95814

**Re: Bargaining Units 4 (Office and Allied), 17 (Registered Nurses), 20 (Medical and Social Services)—SEIU; and 16 (Physicians and Dentists)—UAPD**

**Addenda to Memoranda of Understanding—Fiscal over \$250,000**

This is to advise you that on December 20, 2007, and December 21, 2007, five addenda to memoranda of understanding were agreed to by the Department of Personnel Administration and state Bargaining Units 4, 16, 17, and 20. These addenda will be incorporated into subsequent memoranda of understanding. The provisions of the addenda will be effective January 1, 2008, upon approval by the Legislature and upon ratification by the union membership.

These addenda pertain to medical professionals working in the Departments of Mental Health (DMH), Developmental Services (DDS), and Veterans' Affairs (DVA), and are intended to provide a degree of salary equity with salaries paid to medical professionals working in the Department of Corrections and Rehabilitation (CDCR) as a result of *Perez, Plata*, and *Coleman* court decisions.

All of the attached agreements share several common specifics:

- They are applicable to medical professionals at DMH, DDS, and DVA.
- As of January 1, 2008, the employees covered by the agreements will achieve increases to salary ranges to within 10 percent of salaries paid, as of the beginning of FY 2007/2008, to the same or similar employee classes at CDCR.
- As of January 1, 2009, the employees covered by the agreements will achieve increases to salary ranges to within 5 percent of salaries paid, as of the beginning of FY 2007/2008, to the same or similar employee classes at CDCR.
- These increases shall provide full compensation through June 30, 2010. Therefore, when contract negotiations take place in 2008 for new contracts for these bargaining units, the employee groups covered by these agreements will not be included in those negotiations.
- The increases shall be subject to prorated PERS-ability. Specifically, increases below 15 percent will be fully PERS-able; increases between 15-30 percent shall be PERS-able over two years; and increases above 30 percent shall be PERS-able over 3 years.

*Bargaining Unit 4 (Office and Allied)*

This agreement pertains to Health Records Technologists, which are the same as, or similar to, classes affected by the *Plata* court decisions.

*Bargaining Unit 16 (Physicians and Dentists)*

This agreement pertains to Dentists, which are the same as classes affected by the *Perez* court decisions. These employees received increases in 2007 to within 18 percent of the CDCR dentists; however, a subsequent agreement was necessary to provide parity with the increased salaries being provided to the other affected bargaining units.

*Bargaining Unit 17 (Registered Nurses)*

This agreement pertains to Registered Nurses, Surgical Nurses, Nurse Instructors, Health Services Specialists, Nurse Consultants, Public Health Nurses, and Nurse Practitioners, which are the same as, or similar to, classes affected by the *Plata* court decisions.

*Bargaining Unit 20 (Medical and Social Services)*

There are 2 agreements for this bargaining unit.

One agreement pertains to Pharmacy Technologists, Radiological Technicians, and Licensed Vocational Nurses, which are the same as, or similar to, classes affected by the *Plata* court decisions.

The second agreement pertains to Dental Assistants and Hygienists, which are the same as, or similar to, classes affected by the *Perez* court decisions.

If you have any questions regarding this addendum, please contact Pamela Schneider, Legislative Coordinator, at 327-2348.

Sincerely,



David A. Gilb  
Director

Attachments

cc: Members  
Joint Legislative Budget Committee

Elizabeth Hill, Legislative Analyst  
LAO

Jason Dickerson, Consultant  
Office of the Legislative Analyst

Jody Martin, Principal Consultant  
Joint Legislative Budget Committee

Diane Ducay, Program Budget Manager  
Department of Finance

Michael Prosio, Deputy Legislative Secretary  
Governor Schwarzenegger

Dianne Cummins, Chief Fiscal Policy Advisor  
Office of the Pro Tem

Charles Wright, Chief Consultant  
Office of the Pro Tem

Craig Cornet, Budget Director  
Office of the Speaker

Greg Campbell, Chief Consultant  
Office of the Speaker

Seren Taylor, Staff Director  
Senate Republican Fiscal Office

Chantele Denny, Consultant  
Senate Republican Fiscal Office

Peter Schaafsma, Staff Director  
Assembly Republican Fiscal

Anthony Archie, Consultant  
Assembly Republican Fiscal Office

Daniel Alvarez, Staff Director  
Senate Budget Committee

Brian Annis, Consultant  
Senate Budget Committee

Adam Dondro, Staff Director  
Assembly Budget Committee

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Senate Appropriations Com.

Maureen Ortiz, Consultant  
Senate Appropriations Com.

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Assembly Appropriations Com.

Brad Williams, Consultant  
Assembly Appropriations Com.

Suzanne Sutton, Consultant  
Senate Republican Caucus

Terry Mast, Chief Consultant  
Assembly Republican Caucus

David Felderstein, Consultant  
Senate PE&R Committee

Karon Green, Chief Consultant  
Assembly PERS&S Committee

Alene Shimazu, Fiscal Manager  
Office of Financial Management  
DPA

Jacquelyn Cervantes, LRO  
DPA

Patrick Gage, LRO  
DPA

**AGREEMENT REACHED ON DECEMBER 20, 2007  
BETWEEN THE DEPARTMENT OF PERSONNEL ADMINISTRATION  
AND SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)  
(BARGAINING UNIT 17)  
CONCERNING  
SALARY INCREASES FOR DDS, DMH, & DVA  
(PLATA EQUITY) MEDICAL CARE CLASSIFICATIONS**

**Salary**

This agreement amends the current agreement between the State and the SEIU and supersedes Article 11, Section 11.1 of the BU 17 MOU; the salary increases provided in this agreement are full compensation thru June 30, 2010. It is agreed that the State will extend the schedule of pay proposed for medical care classes, as indicated in the attached salary chart to the Department of Mental Health, Department of Developmental Services and Department of Veteran's Affairs employees. The salary range changes shall be effective January 1, 2008 and January 1, 2009 as outlined in the attached chart.

Effective 1-1-08, classifications on the attached reflect the new salary range increases bringing these classifications to 10% below the current salaries of CDCR. Effective 1-1-09, classifications on the attached reflect the new salary range increases bringing these classifications to 5% below the current salaries of CDCR.

Movement to new salary on 1-1-08, will be based on:

1. start with the employee's current base monthly rate;
2. add in any monthly recruitment and retention differentials the employee currently receives;
3. if the employee is at a facility that receives the \$2400 annual R&R, add in an extra \$200/month;
4. the employee's base rate will be the above combined amount, multiplied by the salary range percentage increase for 1-1-08, listed on attachment for their classification;
5. employees will retain their current MSA date;
6. following the initial 1-1-08, placement, employees will move through the salary ranges based on current MSA rules.

No employee will be placed below the minimum rate or above the maximum rate of the new salary ranges.

Employees whose current maximum pay and pay differentials put their total salary above the new maximum salary of the new salary range will continue to receive that salary in a pay equity adjustment.

Effective 1-1-09, employees who have been at the maximum salary rate for 12 months will receive the maximum salary rate as identified on the attached.

These salary increases will be subject to retirement contributions for both the State and the affected employees, as follows:

- ## Ratification

- The tentative agreement is approved by the Legislature
- The expenditure of funds is approved by the Legislature
- The agreement is ratified by SEIU represented DMH, DDS, DVA Unit 17 eligible employees.

Penn D Gage  
 Julie Cervantes  
 Diane Quinn  
~~Elizabeth~~  
 Penelope Baker

Nancy Lyerla BU17 Chair  
Kimberly Cowart BU17 VChair  
Dianne Foster BU17 Sun. member  
Christa Kipland BU17  
H. Heidi P. N. S. / BU17  
Christopher Dunn BU17.

Department of Personnel Administration  
SEIU  
Plata Equity 1/1/08 Max and 1/1/09 Max

Project Number: 07-0234																
CBID	Class Code	Class Title	Agency	Facility	Est FTE	Current Max Salary	Pay diffs	Current Max + Pay Diff	Prop. 1/1/08 Min	Prop. 1/1/08 Max	Increase %	Prop. 1/1/09 Min	Prop. 1/1/09 Max	Increase %	Total Increase %	
R17	8094	REGISTERED NURS/SF	DDS	PORTERVILLE DC	5	6239	0	6239	6623	7665	22.86%	7318	8030	4.76%	28.71%	
R17	8094	REGISTERED NURS/SF	DMH	ATASCADERO SH	255.9	6239	1022	7261	6623	7665	5.56%	7,318	8030	4.76%	10.59%	
R17	8094	REGISTERED NURS/SF	DMH	COALINGA TREATMENT FAC	53.8	6239	1022	7261	6623	7665	5.56%	7,318	8030	4.76%	10.59%	
R17	8094	REGISTERED NURS/SF	DMH	METROPOLITAN SH	160	6239	1022	7261	6623	7665	5.56%	7,318	8030	4.76%	10.59%	
R17	8094	REGISTERED NURS/SF	DMH	NAPA SH	307.8	6239	1022	7261	6623	7665	5.56%	7,318	8030	4.76%	10.59%	
R17	8094	REGISTERED NURS/SF	DMH	PATTON SH	340.6	6239	1022	7261	6623	7665	5.56%	7,318	8030	4.76%	10.59%	
R17	8094	REGISTERED NURS/SF	DMH	SALINAS VALLEY PSYCH PR	35	6239	1258	7497	7300	8451	12.73%	7,648	8853	4.76%	18.09%	
R17	8094	REGISTERED NURS/SF	DMH	VACAVILLE PSYCH PR	52	6239	1022	7261	6623	7665	5.56%	7,318	8030	4.76%	10.59%	
R17	8130	SURGICAL NURSE I	DMH	NAPA SH	1	6259	1022	7281	6127	7446	2.27%	6,770	7801	4.77%	7.14%	
R17	8135	SURGICAL NURSE I	DVA	VETERANS HOME	3	6259	200	6459	6127	7446	15.28%	6,770	7,801	4.77%	20.78%	
R17	8154	NURSE INST	DDS	AGNEWS SH	2	6877	200	7077	6600	8022	13.35%	7293	8404	4.76%	18.75%	
R17	8154	NURSE INST	DDS	FAIRVIEW SH	3	6877	0	6877	6600	8022	16.65%	7293	8404	4.76%	22.20%	
R17	8154	NURSE INST	DDS	PORTERVILLE SH	3	6877	0	6877	6600	8022	16.65%	7293	8404	4.76%	22.20%	
R17	8154	NURSE INST	DDS	SONOMA SH	1	6877	0	6877	6600	8022	16.65%	7293	8404	4.76%	22.20%	
R17	8154	NURSE INST	DDS	SOUTHERN CA FACILITY	1	6877	0	6877	6600	8022	16.65%	7293	8404	4.76%	22.20%	
R17	8154	NURSE INST	DMH	ATASCADERO SH	11	6877	1022	7899	6600	8022	1.56%	7,293	8404	4.76%	6.39%	
R17	8154	NURSE INST	DMH	COALINGA TREATMENT FAC	2	6877	1022	7899	6600	8022	1.56%	7,293	8404	4.76%	6.39%	
R17	8154	NURSE INST	DMH	METROPOLITAN SH	4	6877	1022	7899	6600	8022	1.56%	7,293	8404	4.76%	6.39%	
R17	8154	NURSE INST	DMH	NAPA SH	9	6877	1022	7899	6600	8022	1.56%	7,293	8404	4.76%	6.39%	
R17	8154	NURSE INST	DMH	PATTON SH	5	6877	1022	7899	6600	8022	1.56%	7,293	8404	4.76%	6.39%	
R17	8154	NURSE INST	DVA	VETERANS HOME	3	6877	200	7077	6600	8022	13.35%	7,293	8,404	4.76%	18.75%	
R17	8154	NURSE INST	DVA	BARSTOW VETERANS HOME	1	6877	400	7277	6600	8022	10.24%	7,293	8,404	4.76%	15.49%	
R17	8154	NURSE INST	DVA	CHULA VISTA VETERANS HOME	1	6877	200	7077	6600	8022	13.35%	7,293	8,404	4.76%	18.75%	
R17	8160	HLTH SVS SP	DDS	AGNEWS DC	7	6269	400	6669	6623	7665	14.93%	7318	8030	4.76%	20.41%	
R17	8160	HLTH SVS SP	DDS	FAIRVIEW DC	21	6269	200	6469	6623	7665	18.49%	7318	8030	4.76%	24.13%	
R17	8160	HLTH SVS SP	DDS	LANTERMAN DC	24	6269	200	6469	6623	7665	18.49%	7318	8030	4.76%	24.13%	
R17	8160	HLTH SVS SP	DDS	NORTHERN CA FACILITY	2	6269	200	6469	6623	7665	18.49%	7318	8030	4.76%	24.13%	
R17	8160	HLTH SVS SP	DDS	PORTERVILLE DC	18	6269	200	6469	6623	7665	18.49%	7318	8030	4.76%	24.13%	
R17	8160	HLTH SVS SP	DDS	SONOMA DC	26	6269	200	6469	6623	7665	18.49%	7318	8030	4.76%	24.13%	
R17	8160	HLTH SVS SP	DDS	SOUTHERN CA FACILITY	3	6269	200	6469	6623	7665	18.49%	7318	8030	4.76%	24.13%	
R17	8165	REGISTERED NURSE	DDS	AGNEWS DC	98.3	6239	200	6439	6623	7665	19.04%	7318	8030	4.76%	24.71%	
R17	8165	REGISTERED NURSE	DDS	FAIRVIEW DC	138	6239	0	6239	6623	7665	22.86%	7318	8030	4.76%	28.71%	
R17	8165	REGISTERED NURSE	DDS	LANTERMAN DC	38	6239	0	6239	6623	7665	22.86%	7318	8030	4.76%	28.71%	
R17	8165	REGISTERED NURSE	DDS	NORTHERN CA FACILITY	5	6239	0	6239	6623	7665	22.86%	7318	8030	4.76%	28.71%	
R17	8165	REGISTERED NURSE	DDS	PORTERVILLE DC	30	6239	0	6239	6623	7665	22.86%	7318	8030	4.76%	28.71%	
R17	8165	REGISTERED NURSE	DDS	SONOMA DC	69.5	6239	0	6239	6623	7665	22.86%	7318	8030	4.76%	27.68%	

*20*

*22.86%*

*Final  
12/20/07*

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Department of Personnel Administration  
SEIU  
Plata Equity 1/1/08 Max and 1/1/09 Max

Project Number: 07-0234															

Final  
12/20/01  
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Department of Personnel Administration  
SEIU  
Plata Equity 1/1/08 Max and 1/1/09 Max

Project Number: 07-0234															
CBID	Class Code	Class Title	Agency	Facility	Est FTE	Current Max Salary	Pay diffs	Current Max + Pay Diff	Prop. 1/1/08 Min	Prop. 1/1/08 Max	Increase %	Prop. 1/1/09 Min	Prop. 1/1/09 Max	Increase %	Total Increase %
R17	9700	NURSE PRACTITNR/SF	DMH	ATASCADERO SH	20	7850	2260	10110	8240	9044	0.00%	9,105	10110	0.00%	0.00%
R17	9700	NURSE PRACTITNR/SF	DMH	COALINGA TREATMENT FAC	4	7850	2260	10110	8240	9044	0.00%	9,105	10110	0.00%	0.00%
R17	9700	NURSE PRACTITNR/SF	DMH	METROPOLITAN SH	1	7850	2260	10110	8240	9044	0.00%	9,105	10110	0.00%	0.00%
R17	9700	NURSE PRACTITNR/SF	DMH	NAPA SH	2	7850	2260	10110	8240	9044	0.00%	9,105	10110	0.00%	0.00%
R17	9700	NURSE PRACTITNR/SF	DMH	PATTON SH	5	7850	2260	10110	8240	9044	0.00%	9,105	10110	0.00%	0.00%
R17	9700	NURSE PRACTITNR/SF	DMH	VACAVILLE PSYCH PR	3	7850	2260	10110	8240	9044	0.00%	9,105	10110	0.00%	0.00%

Final  
12/20/07 3